

App. F. IX-4



Previous References

Q.8e. 142-23 865
" 377-37 " 1-2
" 40.39 " 1-5
" 45-38 " 1,2,5-8.

1939.
(S.O.F.)

File No. 40-39

Serial Nos. 6-9

Later References.

PRESERVED

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 4

Part B for June 41

SUBJECT.

Work Service rules for employees
in the S.O.F.

7) D. 6096-97/d. 21-5-41

To

WD 0578-GPB-22,500-129.89

The Dir. S.O.F.

" Compt. thro. F.D.

A 31
V(1)

Sanctions the proposals of the Dir. S.O.F.

Re. Bonus on Retirement of unskilled labourers.

Handwritten signature
16/7.

Serial
No.

6

Letter no. 306 dated 8th October 1940 from
the Dir. S.O.F. recommending that 129
unskilled workmen of the S.O.F. drawing
wages between Rs. 6 and Rs. 11 p.m.
be given the benefit of a retiring
bonus as contemplated in Rule 7
of the Work-Save Rules. (S.O. 140-1 dt. 25.9.25-12.9.31.10.28)

142-23-5

T

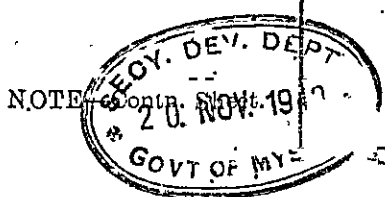
At present, the benefits of the
Provident fund scheme are extended
only to the staff and skilled labour
of the S.O.F., casual and unskilled
labour being excluded. The Dir. now
says that the factory had on its roll
187 employees on wages on 30th June 1940,
that 58 out of them are admitted to the
Provident Fund, and recommends that
the remaining 129 employees be given
the benefit of the retiring bonus con-
templated in Rule 7 of the Work-Save
Rules, and requests sanction for
crediting a sum of Rs. 3046/- to the bonus
account in the factory.

2 The Comptroller and Secy may
perhaps be consulted. For order
of 8.11.40. 3 The Comptroller may be
consulted in the first instance

17/11/40

Done by 4 yrs. [Signature]

(Vide para XVII)
of the S.O.F. annual
Report for 1937-38
and 30.6.1938
for bonus (S.O. 140-1)
S.O. 7. 45-28. 8.



2.

1485.

File No.

S.V. 4D

of 1949.

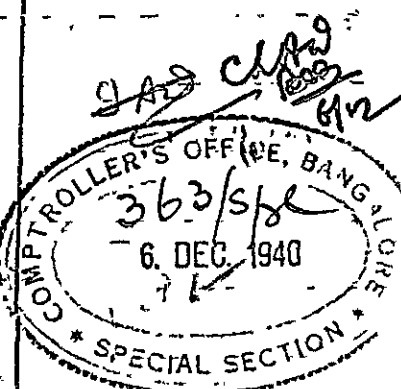
General and Revenue
SecretariatSerial
No.

5 Forwarded with compliments
to Govt. for further
of remarks.

No. 101 of 1940-41
5-12-40

No. 368/spl 1077-1-41

By order
for Mr. H. C. 5/12/40
for Secretary, Govt.
Development Dept.



U.O. No. 343/C.L.A.S. dated 7th January 1941.
Such one.

1. Returned with compliments.

2. The position of the Sandal Oil Factory is not quite on all fours with other Industrial concerns and the net annual result of working cannot be gauged from the strict application of commercial standards, since the cost of the main raw material, sandalwood, does not enter the accounts under the present arrangement. Whether in spite of this divergence, the benefit contemplated in para 7 of the Government Order 31-10-1928 and recommended by the Director Sandal Oil Factory can be extended to the unskilled labour of this Factory is the 1st point requiring to be considered.

3. The next question meriting consideration is whether the entire class of labour can be given the benefit and, if not, what restrictions, if any, should be imposed. From the particulars in the Director's list it will be seen that Bonus provision has been recommended for every workman irrespective of the kind of work he is engaged on provided he has put in a service of



Asst Secy to
House Speaker

14) In the Audit report on the accounts of the Sandalwood Oil Factory, Mysore, for the year ended 30th June 1938 the Comptroller had included a para as hereunder under the heading "S.O.F. Provident Fund Scheme".

15) Under para 2 of the rules regulating the S.O.F. Provident Fund (vide Government Order No. IC.6119-20-1/I & C.142-23-5 dated 8-4-24) unskilled and casual labourers are excluded from the benefits of Provident Fund. The particular classes of permanent labour that are treated as skilled have to be defined to verify the admissability of the contribution and other benefits of the Fund. If any class of permanent labour is considered to be unskilled and thus not entitled to the benefits of Provident fund, whether that class of labour would be entitled in its place to the benefits of retiring bonus under rule 7 of the Work Service rules sanctioned in G.O.No.D.140-141/I.& C.259-25-12 dated 31-10-28, and if so, why necessary provision is not being made for meeting this liability in the books of the Factory may be made clear.

16) The Director, Sandalwood Oil Factory promised to make a separate reference to Government. The Comptroller again made the following remarks in his audit reports of the Factory for the year ended 30th June, 1939.-

17) Staff Provident Scheme:-

' The report called for from the Director in G.O.No.D.1124-25/SOF.45-38-37 dated 18/22-8-39 passing orders on the Audit Report for 37-38 regarding the particular class of permanent labour that are treated as skilled so as to entitle them to the benefits of the Provident Fund Scheme and the orders of Government in the matter are awaited for guidance.

18) Whether the distinction of the permanent labour into skilled and unskilled for admission to the benefits of the Provident Fund is to ^{continue} ~~count~~ and whether any provision such as retiring bonus ⁱⁿ accordance with the Works Service rules of the Industries and Commerce Department sanctioned in G.O.No.D.140-141/I. & C.259-25-12 dated 31-10-1928 will be needed in respect of the latter class of labour is for the consideration of Government. "

✓
X
19) The Director now recommends that Rule 7 (relating to bonus on retirement) of the Work Service Rules sanctioned in Government Order No.D.140-1/I.& C.259-25-12 dated 31-10-1928 for the Department of Industries and Commerce may be made applicable to all those who are not now admitted to Provident Fund Scheme sanctioned in Government Order No.I.C.6119-20/I.& C.142-235 dated 8.4.24....
✓
J
The Director states that the Factory had on its roll 187 employees on wages on 30th June 1940, and that 58 out of them are admitted to

admitted to the Provident Fund. He recommends that the remaining 129 employees may be given the benefit of the retiring bonus contemplated in the rule referred to above and that sanction may be accorded for crediting a sum of Rs. 3,046/- to the bonus account in the Factory as per statement.

10) The Comptroller doubts whether the benefit contemplated in the Rule referred to above could be extended to the unskilled labour of this Factory as the net annual ~~xx~~ result of working cannot be gauged since the cost of the main raw material sandalwood does not enter the accounts. He also feels that the entire class of labour need not be given the benefit and suggests a minimum service of 5 years for being eligible for this concession. He also doubts whether the present time is opportune to extend the commitments or liability of the Factory in view of the unsettled condition of the market for its product. He further points out that the amounts shown in the list is based on the pay of workmen in June 1940 and that this is not in accordance with the principles laid down in Government Order dated 1-12-1928.

For signature
(1/10/201)
T.M.
11/11.

4). According to rule 7 of the D.A. Service rules a retiring bonus of half month's pay for each completed year of service based on the average salary drawn by the labourer during the last 10 years of service may be paid to a labourer who has put in not less than 10 years of approved service.

Work Service rules for employees in the S.O.F.

General and Revenue
Secretariat

S.O.F. File No. 40 of 1937.

[App. F. III-2]

Serial
No.

12) This rule may be ^{now} made applicable in the case of the unskilled labourers of the Pandhal oil factory. For the present this provision may be made ^{applicable} only in the case of labourers who have put it at least 5 years of approved service as specified by the Comptroller. The bonus must also be calculated on the average wages earned during the last three years of service.

13) The list now submitted by the Dir does not therefore appear to be quite in accordance with the provisions contained in the rules.

14) However if the recommendation of the Dir to make this rule applicable to the unskilled labourers of the Pandhal oil factory is approved he will be requested to submit revised list in accordance with the suggestions made by the Comptroller.

15) This rule may be made given effect to with effect from the current year (1940-41) and the Dir may be asked to report what the average annual expenditure on this account will be.

16) Submitted for order as per instructions

17) Please
Dated) Considered
measures made
by Comptroller

15/1/41

MD
3/3

Work Service rules for employees in the S.O. 7

No. 7. File No.

40

of 1939.

General and Revenue
Secretariat

Serial
No.

Notice-159 of 40-1
S. 3. 41

28) Forwarded with compliments unofficially
to the Director of Sandalwood oil factory
for favour of remarks.

[Signature]
For Secretary to Government
Development Department

[Signature]
6-3-41

No. C. 96/17.3.1941

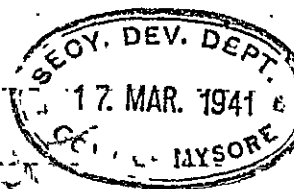
Returned with compliments -

29) I am agreeable to the suggestion of the
Comptroller that unskilled labourers who are not
now eligible for the benefits of the Provident
Fund scheme and who have put in not less than
five years of service may be entitled to a re-
tiring bonus at the rate of half-month's wages for
each completed year of service, based on the average
wages for the three previous years. As soon as Govt.
orders are issued to this effect, proper registers
will be opened in the factory and provision will be
made in consultation with the Comptroller in the
accounts of the factory for payment of such retiring
bonus with effect from the official year 1940-41.

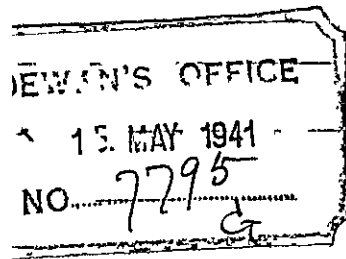
30) The Government Order may make it clear that the
above bonus will be paid on retirement due to old age
or ill-health incapacitating him for further service
elsewhere.

The Secretary to Government
of Mysore, Development Department,
Bangalore.

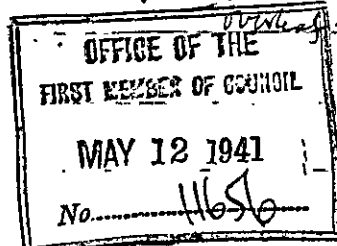
[Signature]
Director,
Sandalwood oil factory.



31) How will
the rule read
now? Please
advise
17/3
1941



Vice Ruler



Serial
No.

32) Sub. with respect to Secretaries' group in the previous papers. No change of rule seems to be contemplated. The Provident Fund rules issued with the G.O. 20.11.14. 23.5.52 & 4.2.54 for the benefit of the employees of the S.O. 7 do not provide for unskilled labourers. The Div. now proposes that the other labourers recruited as "unskilled" may be given the benefit of Rule 7 of the Rules (relating to bonus on retirement) issued in G.O. 3.10.26.

33) Plan put up draft rules in accordance with the revised proposals of the Div. which is in accordance with the Comptroller's views.

Eng

67

34) A draft of a rule is put up. A draft is also put for consideration.

35) Plan put up for draft.

36) Fair draft submitted.

37) Ref. Par 31.

38) For perusal and as directed.

39) Darg.

The proposal of the Div. as modified by the Comptroller may perhaps be saved. The rule as it will read is shown in the (leaf 4). The period of service eligibility may even be ten years instead of five as proposed.

First Member
(Mr. J. J. J.)

40) AD

10/5/41

10/5/41

41) J. J. J.

14/5/41

14/5/41

42)

19.5

NOTE - Contn. Sheet.

43) Note on the note of 15.5.41

Dewan

15.5.41

14/5/41

42)

19.5

Comm 3488

2017
 22/5
 Bay -

gr - 92 vps
Issued

70.

-D. 6096-97/d. 21-5-41.

Sanctions the proposals of the
Dir. S.O.F. Re: Bonus on Retirement
of unskilled labourers.

to be typographical error, and requesting necessary correction in the matter.

Kind reference is invited to Secy's note in para 39 supra wherein the period of service for eligibility of retiring bonus has been fixed as 10 years instead of 7 as proposed. The Dir of S.O.F. will be informed accordingly. Subtd for orders. /

29/5/41.

rding. Subtd for orders.

Disg) Yes - ref 9 to the piece in the work service rules and your L

General and Revenue
SecretariatFile No. *CSF 42 of 1939*

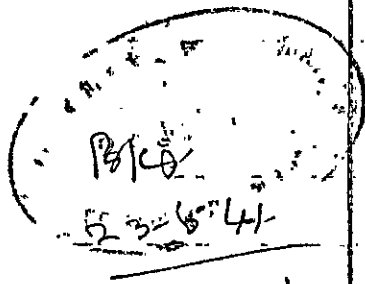
[App. F. III-2]

Serial
No.*Dr. S. S. S. S.**2.5.41**36/**9*

To

*The Director of S.O. 7.**D. 6424/d. 5-6-41*

*States that the period of 10 yrs. fixed in go-
no. D. 6096-97/d. 21-5-41 has been stipulated
by Govt. so as to be in conformity with the work
Service Rules for the concerns under the
Control of the Dept. of S.C.*



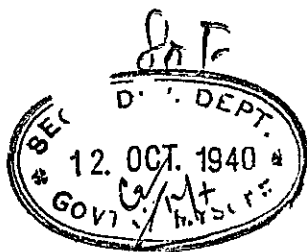
1
Tel. Address: "Sandal" Bangalore.
Mysore.

S.O. 7 40-39-6

SANDALWOOD OIL FACTORY,

Bangalore, 8th October 1940
Mysore,

No. 306
Encl. 1



FROM

S.G. Sastry, Esq., B.A., M.Sc.(Lond.),
Director, Sandalwood Oil Factory,
Mysore. Bangalore,

TO

Charles E. Noronha, Esq., M.A.,
Secretary to the Government of Mysore,
Development Department, Bangalore.

S i r,

Subject:- Work Service Rules for employees in the
Sandalwood Oil Factory.

With reference to G.O. No.D.1124-25/S.O.F. 45-38-27 dated 18/
22.8.1939 and G.O. No.D.5475-77/S.O.F. 40-39-5 dated 3.6.1940 call-
ing for proposals regarding the provision of the staff provident
fund to unskilled labour and the particular classes of permanent
labour that are treated as skilled, I have the honour to state as
follows:-

The Provident Fund scheme for the benefit of the employees of
the Sandalwood Oil Factory was sanctioned by Government in their
order No. I.C. 6119-20/I.&C. 142-23-5 dated 8th April 1924. In
this order, no provision was made for ordinary labourers who could
not be classed under "Skilled labour" falling within the definition
laid down in G.O. No. I.C. 7647-8/I.&C. 143-23-7 dated 16.6.1924.
On the 30th June 1940, the Factory had on its roll 187 employees on
wages ranging from Rs.6/- to Rs.44/8/- per mensem, Out of this number;
58 men drawing wages between Rs.11/- and Rs.44/8/- have been admitted
to the Provident Fund and the rest 129 employees drawing wages be-
tween Rs.6/- and Rs.15/- are treated as 'unskilled'. These labourers
are employed mostly for doing hard work in the boiler and sandalwood
chopping sections or for assisting the artisan classes in the work-
shops or machine-room sections. In my opinion, all the men cannot

p.t.o.

be treated as 'skilled' labour, only by virtue of their service in the factory for a year or even a definite period, just to make them eligible for admission to Provident Fund scheme. Rule No.7 (relating to Bonus on retirement) of the Work Service Rules for the Department of Industries & Commerce which came into force from 1st November 1928, may be made applicable to all those who are not now admitted to Provident Fund scheme. In course of time, however, if persons ⁱⁿ view of their special training in higher grades of work are classed under "skilled" labourers, they may be admitted to the Provident-fund scheme. The bonus accumulated up to the date of their admission to Provident-fund scheme may be transferred to the Provident-fund account and contribution of further bonus to their account under Work Service Rules will cease to be made.

For the information of Government, I submit herewith a list of unskilled labour showing their service in the Factory and the amount of bonus to be credited to their account as at the end of June 1940.

I request that sanction of Government may kindly be obtained for the above proposals and for crediting a sum of Rs.3,046-4-0 to an 'unpaid bonus' account in the factory.

I have the honour to be,

S i r,

Your most obedient servant,

Director.

atk)

2/8/40

Sl. No.	N a m e s.	Designation	Date of entry into service.	Half months wages as bonus for each half yr. of service as on 30.6.40.
<u>Sandalwood stores -</u>				
1.	Koosappa	Cooly	16. 3.38✓	6- 8- 0
2.	Gaggarai	"	5. 1.34✓	18- 8- 0
3.	Javariah	"	1. 5.37✓	9- 8- 0
4.	Sanniah	"	5. 5.37✓	13. 8. 0
5.	Chamundi	"	22. 9.37✓	6- 8- 0
6.	Narasimhiah	"	1.11.37✓	9- 0- 0
7.	Borlah	"	20. 4.37✓	13- 8- 0
8.	Chickiah	"	14. 9.37✓	9- 0- 0
9.	Nanujunda	"	14.10.36✓	13. 8. 0
10.	Malla	"	14.10.36✓	13. 8. 0
11.	Chickamada	"	1. 5.37✓	11. 0. 0
12.	<u>Machine Room -</u>			
12.	Beera	Machine man	5. 1.23✓	106. 0. 0
13.	Malavalli Bora	"	7. 4.31✓	56. 8. 0
14.	Basava	"	14. 3.32✓	50. 8. 0
15.	<u>Still Room -</u>			
15.	Chickaramiah	Cooly	20. 3.40✓	--
16.	Sanjevasetty	"	23. 3.40✓	--
17.	D. Mada	"	1. 7.33✓	42. 8. 0
18.	Manappa	"	25. 3.40x	--
19.	Sidda Rama	"	20. 2.31✓	55. 0. 0
20.	Malangimada	"	13.10.38✓	5. 0. 0
21.	Thimmiah	"	19. 3.40x	--
22.	M. Rama	Cleaner	4. 1.33✓	42. 8. 0
23.	<u>Spentwood Coolies -</u>			
23.	S. Sidda	Cooly	1. 4.40x	--
24.	Nanja	"	1. 7.39✓	3. 0. 0
25.	Deva	"	24. 4.39✓	3. 0. 0
26.	Kariya	"	1. 5.37✓	9. 0. 0
27.	<u>Laboratory -</u>			
27.	Thotappa	Boy helper	14.10.32✓	32. 0. 0
28.	Mada	Cleaner	25. 6.36✓	17. 8. 0
29.	Venkatasubbiah	Packing boy	7.11.38✓	5. 0. 0
30.	Subramanya	"	29. 3.40✓	--
31.	Krishnaswamy mudilar	Boy helper	7. 3.33✓	32. 0. 0
32.	<u>Boilers -</u>			
32.	Deviah	Stoker	1. 6.25✓	105. 8. 0
33.	Basaviah	Cooly	1.11.30✓	57. 0. 0
34.	P. Rama	"	1. 7.33✓	35. 0. 0
35.	Katori Sidda	"	15. 4.31✓	57. 0. 0
36.	Doddiah	"	21. 1.32✓	50. 8. 0
37.	Mohba Homba	"	13. 5.31✓	57. 0. 0
38.	Nanjiah	"	14.10.36✓	15. 0. 0
39.	C. Linga	"	24. 3.33✓	44. 8. 0
40.	Kadiiah	"	5. 1.38✓	10. 0. 0
41.	Karisidda	"	8. 2.40✓	--
42.	H. Betta	"	8.2.40✓	--
43.	Maridasi	"	15. 2.40✓	--
44.	Bester Sidda	"	24. 3.24✓	112. 8. 0
45.	Koppal Deva	"	30. 5.31✓	57. 0. 0
46.	H. Nanja	"	12. 8.39x	--
47.	Chama	"	12. 5.31✓	57. 0. 0
48.	Linga	"	7.11.35✓	22. 0. 0
49.	Puttiah	"	1.12.33✓	36. 0. 0
50.	Chicka Sidda	"	30. 4.32✓	50. 8. 0
51.	Abdul Rahim	"	3. 4.30✓	63. 0. 0
52.	Chicka Mada	"	8. 2.40✓	--
53.	M. Madiiah	"	8. 2.40✓	--
54.	Basava	"	15. 2.40✓	--
55.	Malavadi Bora	"	5.12.28✓	69. 8. 0
56.	H. Venkata	"	10.11.30✓	57. 8. 0
57.	Koorgalli Sidda	"	30. 5.31✓	57. 0. 0
58.	Javara	"	6. 5.32✓	50. 8. 0
59.	D. Basava	"	15. 5.32✓	50. 0. 0
60.	T. Marisidda	"	12. 7.32✓	44. 0. 0

Sl. No.	Names.	Designation	Date of entry into service..	Bonus
			B. 2.	1744-8-0.
61.	Hundi Sidda	Cooly	3. 9.32 ✓	44. 8. 0
62.	Koppal Chowda	"	23. 3.34 ✓	36. 0. 0
63.	S.Sidda	"	8. 2.40 x	--
64.	Arakere Deviah	"	8. 2.40 x	--
65.	Mancha	"	15. 2.40	--
66.	Hundi Malla	"	3.10.23 x	112. 8. 0
67.	E.Eera	"	15. 5.31	57. 0. 0
68.	R.Mada	"	31. 3.31	57. 0. 0
69.	Madappa	"	6.9.31	51. 0. 0
70.	K. Betta	"	17. 4.31	57. 0. 0
71.	Bettiah	"	27.2.32	50. 8. 0
72.	H.Nanjiah	"	18. 8.39 x	--
73.	B.Javara	"	22. 6.32	50. 8. 0
74.	Mori Jogee	"	8. 2.40 x	--
75.	J.Mada	"	8. 2.40 x	--
76.	Dodda mada	"	15. 2.40 x	--
77.	Venkatappa Pumphouse	Driver	4. 5.37	14. 0. 0
78.	D. Javara -do-	"	11. 4.40 x	--
<u>Garden Section -</u>				
79.	Dase Gowda	Cartman	16. 3.36 ✓	20. 0. 0
80.	K.Sidda	Cooly	1. 4.40 x	--
81.	B. Siddi	"	17. 4.40 x	--
82.	M.Manchar	"	21. 3.40 x	--
83.	Venkata	"	16. 6.39 x	3. 0. 0
84.	Kullaharava	"	15. 4.40 x	--
85.	M. Nanja	"	15. 4.40 x	--
86.	Kala	"	21. 3.40 x	--
<u>K. Tank Workmen -</u>				
87.	Shamarao	Watchman	16. 6.39	5. 0. 0.
88.	Thimmiah	Cooly	18. 3.37 ✓	9. 8. 0
89.	Thimmi	"	7. 1.24	66. 0. 0
90.	Maridase Gowda	Sowdy	10. 2.40 x	--
<u>Workshop -</u>				
91.	Nagaraja	Boy	1. 1.39	4. 0. 0.
92.	Abdul Karim	Blacksmith helper	11.11.39	--
93.	T.S.Srinivasamurthy	Boy	13. 8.36 ✓	12. 0. 0
94.	A.A.Khan	"	1. 1.39	4. 0. 0
95.	Abdul Sattar	Fitter Asst.	1. 7.24	--
96.	Muniswamy	"	23. 6.39 ✓	11. 0. 0
97.	Jogee	Cooly	6. 7.29 ✓	64. 8. 0
98.	Giriya	"	9.11.28 ✓	70. 0. 0
99.	Madasetty	"	15. 7.32 ✓	44. 8. 0
100.	Durgoji Rao	"	16. 9.37 ✓	12. 0. 0
101.	Subramanyaiah	"	6. 7.32 ✓	44. 8. 0
102.	Alappa	"	14.10.36 ✓	14. 8. 0
103.	Kala	"	3.6.37 ✓	15. 0. 0
104.	S.A.Maridas	Boy	24.11.38 x	4. 8. 0
105.	Dastagir	Helper	7. 5.32 ✓	36. 8. 0
106.	Krishnaji Rao	Boy	15.11.32 ✓	30. 8. 0
107.	Mahadeviiah	Helper	25.11.38	5. 0. 0
108.	Syed Ghouse	Cooly	8.12.32 ✓	47. 0. 0
109.	Babu Rao	"	1.11.37	10. 0. 0
110.	Albert Smith	"	7. 2.34 ✓	27. 0. 0
111.	Muddiah	"	16. 3.38	9. 0. 0.
112.	Nanji	Woman scavenger	12. 8.39	--
113.	Guru Naga	Sweeper	1. 5.40	--
114.	Sreenivasa	Cooly	16. 8.37	10. 0. 0
115.	Chama	Boy	2.10.36 ✓	13. 8. 0
116.	M.Malliah	Cleaner	26. 6.40	--
117.	Ramiah	Cooly	24. 5.40	--
118.	Linga	"	25. 5.40	--
119.	Ruttaswamiah	"	17. 2.40	--
120.	Rachiah	"	14. 3.40	--
121.	Siddi	"	1. 3.23 x	72.12. 0
122.	Lingamma	"	16. 3.31 ✓	40. 0. 0
123.	Ghami	"	6. 7.32 ✓	31. 0. 0
124.	Pattamma	"	9. 8.32 ✓	31. 0. 0
125.	Verabhadrappa	H.B. repairer	15.12.38	4. 8.
126.	Lingaiah	"	10. 5.40	--

Sl. No.	Name...	Designation.	Date of entry into service.	Bonus.
			B. 7.	3,046-4-0
127.	K.R.Hari Rao	Attender	16. 7.40	--
128.	Jaya Kannan	~~Houlder~~	24. 7.40	--
129.	Raghunatharao	Hammer man	1. 8.40	--
			Total ...	3,046- 4- 0

(Rupees Three Thousand Forty Six and annas Four only).

Mysore,
dated, 7th October, 1940.

P. S. Deyangar

Officer in Charge,
Sandalwood oil factory.

P. S. Deyangar
Director.
Sandalwood Oil Factory.
Signature

S. O.

1

**Government of his highness the Maharaja
of Mysore.**

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. D. 140-141—I. & C. 259-25-12, dated Camp Mysore, 31st October 1928.

Work Service Rules.

Issues a set of — for the benefit of the employees of the Industrial Concerns under the control of the Department of Industries and Commerce.

READ—

Letter No. D. 2414.—27-28, dated 11th April 1928, from the Director of Industries and Commerce, submitting a set of Work Service Rules for the benefit of the employees of the Industrial Concerns under the control of the Department.

2. Letter No. 227, dated 30th July 1928, from the Secretary, Board of Industries and Commerce, submitting the views of the Board of Industries and Commerce on the Work Service Rules proposed by the Director of Industries and Commerce.

ORDER NO. D. 140-141—I. & C. 259-25-12, DATED CAMP MYSORE,
31ST OCTOBER 1928.

The Work Service Rules as approved by Government are appended to this Order and they will come into force from 1st November 1928.

N. RAMA RAO,
*Secretary to Government,
Development Departments.*

To —The Director of Industries and Commerce in Mysore.
The Comptroller to Government, through the Financial Secretariat

Exd.—W. K. M.

No. D. 140-141—I. & C. 259-25-12, DATED CAMP MYSORE, 31ST OCTOBER 1928.

APPENDIX.

WORK SERVICE RULES FOR THE CONCERNS UNDER THE CONTROL OF THE DEPARTMENT OF INDUSTRIES AND COMMERCE.

1. The following Work Service Rules apply to the workmen employed on daily wages as well as on monthly rates of pay. Except in regard to bonus referred to in clause 6 to which the entire non-pensionable staff will be entitled if the conditions prescribed are satisfied, these Rules do not apply to either the ministerial or the supervising staff of the Concerns to whom the Mysore Service Regulations may be applicable.

2. *Privilege Leave*.—(Monthly-rated staff). On the Superintendent being satisfied of the good conduct and the regular attendance of an employee, he may on his written request be allowed a privilege leave of 10 days' duration on full pay and 10 days' duration on half pay for every completed year's service for the purposes of travel or recuperation of health, provided that such leave may be given when it is convenient to the Concern.

If an employee has applied for, but has not been allowed any privilege leave, in any year, he may accumulate such leave up to three months which may be availed of by instalments or at one time when the Concern can spare him.

No privilege leave will be granted to the daily rated staff.

3. *Acting Allowances*.—When an employee is promoted temporarily to a more responsible post, an acting allowance may be given. The rate of acting allowance will not ordinarily be less than 50 per cent of the difference between the minimum pay of the higher post and the pay drawn before promotion.

4. *Holidays*.—All the Gazetted Holidays (General) sanctioned by Government may be allowed. During the Dasara and the Christmas Holidays, the Concerns will be closed only for three days and one day respectively. Members of the daily rated staff, will be allowed wages only for the days on which they work.

5. *Casual Leave*.—No employee is entitled to casual leave but such leave on full pay for not exceeding ten days in the aggregate in a year may be allowed to any employee on the monthly rated staff in case of sickness, private affairs or for other urgent reasons. Such leave for more than 3 days at one time can only be given on condition that the employee can be spared by the Concern.

6. *Annual Bonus*.—Every non-pensionable employee is entitled for each year to a bonus equivalent to half month's pay, provided the audited balance sheet of the Concern shows that it has worked at a profit during the year for which the bonus is claimed and the profits earned after providing for interest on capital and depreciation charges, are not less than the amount of the bonus.

7. *Bonus on retirement*.—Every employee whether on the monthly rated staff or on daily wages may be given, for each completed year of service, a retiring bonus of half month's pay based on the average salary drawn by him during the last three years of service, provided the retirement is due to old age or ill health incapacitating him for further service elsewhere and provided also that he has put in approved service for not less than ten years.

8. *Termination of Service*.—Members of the monthly-rated and daily-rated staffs who have completed at least one year of service are entitled to one month's notice of termination of service or pay in lieu thereof provided that if an employee leaves service during the period covered by the notice, he is entitled only to pay for the period during which he has actually worked. An employee who has served for less than a year is entitled to one week's notice before the termination of his employment.

An employee who wishes to resign service should give the Superintendent, the same notice as the Superintendent is required to give him provided that when notice is given the Superintendent is entitled to accept it at once or at any time before the expiry of the period of notice.

When an employee's services are dispensed with for misconduct, absence without leave, or wilful neglect of duty, he is not entitled to any notice or retiring bonus.

An employee who leaves service without giving notice loses his right to accumulated privilege leave, to all undrawn pay and to bonus or provident fund, if any contributed by Government.

No leave can be claimed as a matter of right and the Superintendent has full discretion to refuse, revoke, or curtail leave in the interests of the Concern.

Leave pay is calculated on an employee's monthly-rate or on 30 times his daily rate.

Sandal Oil Factory-Quinquinéal Statistics.

	<u>Net Revenue</u>	<u>England & Europe.</u>	<u>of Oil Sales.</u> <u>Japan</u>	<u>India etc.</u>	<u>America</u>	<u>Canada</u>	<u>Total oil</u> <u>sold.</u>	<u>Total averag</u> <u>realised rate</u>
	Rs.	lbs.	lbs.	lbs.	lbs.	lbs.	lbs.	Rs.
939-40	11,19,695	46,851	548	44,348	50,550	2,071	1,44,368	7.76 per lb sold
938-39	10,13,191	53,422	775	39,060	29,900	4,110	1,27,267	7.96 "
937-38	12,27,658	60,449	11,600	37,302	46,170	5,286	1,60,807	7.63 "
936-37	17,23,280	71,389	35,048	34,342	68,130	4,477	2,13,386	8.08 "
935-36	12,61,699	46,662	26,197	40,785	49,311	5,216	1,68,171	7.50 "
Total		2,78,773	74,168	1,95,837	2,44,061	21,160	8,13,999	

(Sd) S. Raghavachar
Assistant Comptroller.

[Signature]

[Signature]
Superintendent,
Central B.A.S.

S.O. 7. 40-39-7.

PROCEEDINGS OF THE GOVERNMENT OF H.H.
THE MAHARAJA OF MYSORE.

Read:-

G.O. No. I.C. 6119-20/I & C 142-23-5
dated 8th April 1924 sanctioning the institution of a Provident Fund Scheme for the benefit of the employees of the Sandalwood Oil Factory.

G.O. No. I.C. 7647-48/I & C 142-23-7
dated 16th June 1924 approving certain modifications in the Provident Fund Rules for the employees of the Sandalwood Oil Factory.

G.O. No. D. 140-41/I & C 259-25-12 dated 31st October 1928 issuing a set of work service rules for the benefit of the employees of the industrial concerns under the control of the Department of Industries and Commerce.

Letter No. 306 dated 8th October 1940 from the Director of Sandalwood Oil Factory stating that the factory has on its roll 187 employees on wages on 30th June 1940 drawing wages between Rs. 6/- to Rs. 44-8-0 per mensem and that 58 of them are admitted into the Provident Fund Scheme and recommending ~~sanction~~ that the rest; viz., 129 employees, i.e., unskilled workmen drawing wages ^{ranging} ~~varying~~ between Rs. 6/- and Rs. 11/- may be given the benefit of retiring bonus contemplated in rule 7 of the work service rules approved in Government Order dated 31st October 1928 read above.

Unofficial Note No. 343/CLAD/368/SPL dated 7th January 1941 from the Comptroller on the above subject.

Correspondence ending with Unofficial Note No.C.696 dated 17th March 1941 from the Director of Sandalwood Oil Factory furnishing his remarks on the proposals of the Comptroller.

Order No. D. 60 96-97/

Dated, Bangalore the 21st May 1941

The Comptroller ^{suggests} ~~reports~~ that unskilled labourers who are not now eligible for the benefits of the Provident Fund Scheme and who have put in not less than 5 years of Services ~~and~~ may be entitled to a retiring bonus at the rate of half month's wages for each completed year of service, based on the average wages for the three previous years. The Director of Sandalwood Oil Factory agrees with the Comptroller and states that after Government approve of the proposals proper registers will be opened in the Factory and provision made in consultation with the Comptroller in the accounts for payment of such retiring bonus with effect from 1940-41.

Government are pleased to sanction the proposal. The rule relating to the bonus will read as follows:-

BONUS ON RETIREMENT.

Every unskilled labourer of the Sandalwood Oil Factory who is not eligible for membership to the Provident Fund instituted for the benefit of the employees of the Sandalwood Oil Factory, may be given for each completed year of service a retiring bonus of half month's wages ~~based on~~

based on the average wages for the three previous years provided the retirement is due to old age or ill-health incapacitating him for further service elsewhere and provided also that he has ^{ten} ~~ut~~ in ~~an~~ approved service for not less than five years.

W. S. M.
by Secretary to Government,
Dev. Department.

To

The Director of S.O. Factory.
the Comp. through F.D.

Aga/1.

the period is fixed as ten ^{years} in the Work Service rules issued in G.O. dated 30-10-28. vide. ~~Flag~~ X. The Director was for applying this rule to the employees of the Sandalwood oil factory -

to
as per

BONUS ON RETIREMENT.

Every 'unskilled' labourer of the Sandalwood Oil Factory who is not eligible for membership to the Provident Fund instituted for the benefit of the employees of the Sandalwood Oil Factory, may be given for each completed year of service a retiring bonus of half month's wages based on ~~the~~ the average wages for the three previous years provided the retirement is due to old age or ill-health incapacitating him for further service elsewhere and provide also that he has put in ~~x~~ approved service for not less than ^{ten} ~~five~~ years.

5/10/

had
17/5/41

P B 71

App. F. V. G. 10.

Government of His Highness the Maharaja
of Mysore.

GENERAL AND REVENUE DEPARTMENTS



Bonus on Retirement

~~Done a rule relating to the grant of~~
~~Sanction at.~~

for the unskilled labourers
of the sandalwood oil factory

G. O. No. D 6096-97/5.0.7 40-39-7 DATED 21-5-41

May this be

- i. printed ?
- ii. treated as a standing order ?
- iii. published in the Gazette English Part ?
- iv. translated ?
- v. placed at the disposal of the press ?
- iv. published in the Gazette Kannada Part ?

yes

yes

No

[Signature]
21/5
for. Secretary to Govt.
by Development Department

**GOVERNMENT OF HIS HIGHNESS THE MAHARAJA
OF MYSORE.**

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. D. 6096-97—S. O. F. 40-39-7, dated 21st May 1941.

Bonus on Retirement.

Lays down a rule relating to the grant of — for the unskilled labourers of the Sandalwood Oil Factory.

READ—

Government Order No. I. C. 6119-20—I. & C. 142-23-5, dated 8th April 1924, sanctioning the institution of a Provident Fund Scheme for the benefit of the employees of the Sandalwood Oil Factory.

2. Government Order No. I. C. 7647-48—I. & C. 142-23-7, dated 16th June 1924, approving certain modifications to the Provident Fund Rules for the employees of the Sandalwood Oil Factory.

3. Government Order No. D. 140-41—I. & C. 259-25-12, dated 31st October 1928, issuing a set of work service rules for the benefit of the employees of the industrial concerns under the control of the Department of Industries and Commerce.

4. Letter No. 306, dated 8th October 1940, from the Director of Sandal Wood Oil Factory, stating that the Factory has on its roll 187 employees on wages on 30th June 1940, drawing wages between Rs. 6 to Rs. 44-8-0 per mensem and that 58 of them are admitted into the Provident Fund Scheme and recommending that the rest, viz., 129 employees, i.e., unskilled workmen drawing wages ranging between Rs. 6 and Rs. 11 may be given the benefit of the retiring bonus contemplated in Rule 7 of the Work Service Rules approved in Government Order dated 31st October 1928 read above.

5. Unofficial Note No. 343—CLAD—368—SPL, dated 7th January 1941, from the Comptroller on the above subject.

6. Correspondence ending with Un-official Note No. C. 696, dated 17th March 1941, from the Director of Sandalwood Oil Factory, furnishing his remarks on the proposals of the Comptroller.

ORDER No. D. 6096-97—S. O. F. 40-39-7, DATED BANGALORE,
THE 21ST MAY 1941.

The Comptroller suggests that unskilled labourers who are not now eligible for the benefits of the Provident Fund Scheme and who have put in not less than five years of services may be entitled to a retiring bonus at the rate of half month's wages for each completed year of service, based on the average wages for the three previous years. The Director of Sandalwood Oil Factory agrees with the Comptroller and states that after Government approve of the proposals, proper registers will be opened in the Factory and provision made in consultation with the Comptroller in the accounts for payment of such retiring bonus with effect from 1940-41.

Government are pleased to sanction the proposal. The rule relating to the bonus will read as follows :—

BONUS ON RETIREMENT.

Every unskilled labourer of the Sandalwood Oil Factory who is not eligible for membership to the Provident Fund instituted for the benefit of the employees of the Sandalwood Oil Factory, may be given for each completed year of service a retiring bonus of half month's wages based on the average wages for the three previous years provided the retirement is due to old age or ill-health incapacitating him for further service elsewhere and provided also that he has put in an approved service for not less than ten years.

M. VENKATESA IYENGAR,
*Secretary to Government,
Development Department.*

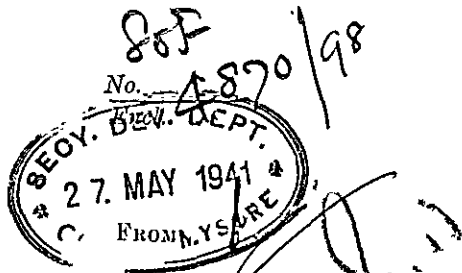
To—The Director of Sandalwood Oil Factory in Mysore.
The Comptroller to Government through the Financial Department,

Exd.—C. K.

S.O. 7. 40-39-8

Tel. Address: "SANDAL" MYSORE.
Post Office No. 362.

GOVERNMENT OF MYSORE.



Office of the Director,
Sandalwood Oil Factory, Mysore.

Dated 25th May 1941

S. G. SASTRY, Esq., B.A., M.Sc. (Lond.),
Director, Sandalwood Oil Factory.

To
M. Venkatesa Iyengar Esq., M.A.,
Secretary to Government of Mysore,
Development Department, Bangalore.

Sir,
Subject:-- Retiring Bonus to the
unskilled labour.

I have the honour to invite your kind reference to G.O.No.D.6096-97/S.O.F.40-39-7 dated 21st May 1941 sanctioning the proposal to grant a retiring bonus at the rate of half month's wages for unskilled labour who have put in not less than 5 years of service.

In formulating the rule in the last para of the said Government order, the 'minimum' number of years of service for eligibility of retiring bonus has been mentioned as 10 years instead of 5 years. This appears to be purely a typographical error. Necessary correction may be issued.

I have the honour to be,
Sir,
Your most obedient servant,

Director.

TR)

SUBJECT.....

Diary No. of letter replied to.....

General and Revenue Secretariat

()
the 19

Date of issue..... 5.6.41

Signed by..... Mr. G. M.

List of enclosures.....

Copied by

Examined by.....

Section 80.7.

File No. 40-39

Serial No. 8

No. D 6424.

To

The Director of S.O. 7.

Sir,

With reference to your

letter no 4870/98. 826 $\frac{5}{41}$

regarding the minimum
number of years of service

for eligibility of retiring

bonus, I am directed to

state that the period of

ten years fixed in G.O. No.

D. 6096-97 S.O.F. 4039-72

21st May 1941 has been shi-

pulated by Govt. so as to be

in conformity with the

Work Exercise Books for you

Concerns under the Contract

Apr 22nd 1925 - Wed

q.v. no. 4. 140-141. 249. 259-257-12 of 21-10-192

malnutrition refers . . . I have etc.

11/3/67
Dr. S. S. S.

_____ Du Day

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

General and Revenue Secretariat.

No.

Dated, Bangalore, ... June 1941.

FROM

The Secretary to the Government of His Highness the Maharaja of Mysore.

Development Department.

To

The Director of Sandalwood Oil Factory,

Mysore.

Sir,

With reference to your letter No.4870/98 dated 26th May 1941 regarding minimum number of years of service for eligibility of retiring bonus, I am directed to state that the period of ~~the~~ ten years fixed in Government Order No.D.6096-97/S.O.F. 40-39-7 dated 21st May 1941 has been stipulated by Government so as to be in conformity with the Work Service Rules for the concerns under the control of the Department of Industries and Commerce - Vide Government Order No.D.140-141/I & C 259-25-12 dated 21st October 1928, *enclosed for reference*

I have the honour to be,

Sir,

Your most obedient servant,

Secretary to Government,
Development Department.

Aga/2.